1. Call to order - CAPT Shepherd

The Environmental Health Officer Professional Advisory Committee (EHOPAC) meeting #124 was called to order by the Chairperson, CAPT Craig Shepherd, at 0920 on Wednesday, March 21, 2001. The meeting was held in the offices of the Inter-Tribal Council of Nevada located at 680 Greenbrae, Sparks, Nevada.

ATTENDANCE OF EHOPAC MEMBERSHIP & MEMBER AFFILIATION

CDR Clint Chamberlin, FDA – Connected via conference call

CAPT Richard Durrett, NPS - Absent

LCDR Calvin Edwards, FDA - Absent

LCDR Lisa Flynn, OEP (Vice-Chairperson) - Present

LT Vincent Garcia, IHS - Present

CAPT Michael Herring, USCG/HRSA - Absent

Ms. Glenda Lewis, FDA - Present

LCDR Susan Muza, ATSDR - Present

LCDR Rhonda Sears, EPA - Present

CAPT Craig Shepherd, IHS (Chairperson) - Present

LCDR Kelly Taylor, IHS - Present

LCDR Donald Williams, IHS – Present

CDR Bill Daniels, CDC - Absent

CDR Jeff Smith, IHS - Present

CHIEF PROFESSIONAL OFFICER

CAPT Thomas E. Crow, IHS – Present



GUESTS

CAPT Gary Noonan, CDC CDR Michael M. Welch, IHS LCDR Holly Billie, IHS CAPT Doug Akin, IHS CAPT Paul T. Young, IHS

2. Opening Remarks by the Chairperson

CAPT Shepherd welcomed all in attendance and announced the following:

CAPT Shepherd stated that he had brought a digital camera and would like to take pictures of those PAC members who do not yet have a photo posted on the EHO web site.

LCDR Darren Buchanan has taken a new position with, IHS. He has been a primary contact for, and is responsible for much of the building and maintenance of the EHO web site. We are thankful that Darren will be able to continue his support of our web site in his new position.

CDR Calvin Edwards sends his regrets for being unable to attend this meeting.

Effective February 1, 2001 Mr. Tommy G. Thompson became the Secretary of HHS. Secretary Thompson is very interested in the Commissioned Corps and its flexibility.

A Science Advisor to the Secretary position has been developed. This is a temporary assignment with officers rotating through this position every 4 to 8 weeks. Projections of "hot topics" will be made and officers with compatible knowledge will be rotated in the position.

During the transition to the new administration, SG Satcher served as Acting Secretary for the time period after Secretary Shalala left office and before Secretary Thompson was sworn in. His resignation as Assistant Secretary for Health was accepted effective January 20, 2001.

SG Satcher stated that his appointment as Surgeon General continues until February 13, 2002. He intends to serve his full term as Surgeon General.

An unprecedented number of Surgeon General's Reports have been released in the past three years and others are others are scheduled to be released over the next year. These reports include:

SG Report on Youth Violence

SG Conference on Mental Health

SG Report on Reducing Tobacco Use – the first report to suggest solutions

SG Report on Women and Smoking

SG Report on Responsible Sexual Behavior

National Action Plan on Prevention of Suicide

Recruitment and Retention White Paper

Model Charter for the PHS Professional Advisory Committees (draft)

The hiring freeze currently in effect involves commission corps personnel as well as civil servants.

CDR Jeffery Fultz, Therapist Officer Category, will work with RADM Davidson, and others at DCP, to have all the category web pages more readily accessible through the DCP web site.

The PAC Chairs voted to recommend that the Model Charter not include any statements mandating specific numbers for organizational/agency representation, but rather that representative membership from PHS Agencies and non PHS programs should be included as an overall goal in the model charter; any specifically targeted goals could then be listed within the bylaws, policies or standard operating procedures, as deemed appropriate by the individual PAC's.

Regarding the recognition of PAC members, a new draft document has been sent to the OSG.

The CPO's and PAC Chairs have recommended not to pursue the concept of category-specific uniform devices at this time.

DCP recently sent out a survey to officers selected at random regarding uniforms. All those who received the survey are encouraged to complete the survey and return it to DCP.

A White Paper report entitled, Report on Recruitment and Retention, was distributed at the March CPO/PAC Chairs meeting. The report will continue to be an agenda item until completely discussed.

Regarding the request for write-ups of a typical day of an EHO, CAPT Shepherd reported that he had received 4 replies.

3. Chief Professional Officer Comments

CAPT Crow expressed his appreciation to CAPT Laurie Piacitelli for her service over the past year as our PAC Chair. He showed the group the EHOPAC Honor Award that will be presented to Laurie in appreciation for her service.

The plaque is inscribed as follows:

"U.S. Public Health Service, Environmental Health Officer, Professional Advisory Committee, Honor Award presented to Laurie A. Piacitelli, For your outstanding contributions and dedication to the U.S. Public Health Service Environmental Health Officer Category as Chairperson of the EHOPAC January through December 2000"

CAPT Crow announced his retirement effective 1 August 2001. He held an out-briefing with Deputy Surgeon General Moritsugu on 8 March during which he outlined the Category accomplishments over the past 3 years and the unfinished business that his successor may wish to address. He said that he would make a detailed presentation of the accomplishments and unfinished business during the next EHOPAC meeting in Atlanta in June. The OSG has initiated the selection process for his successor, and they hope to have the individual named before 1 August.

CAPT Crow mentioned that the Indian Health Service has selected LT Gary Carter and LT Brian Hroch to participate in the MPH/Postgraduate training program in Institutional Environmental Health. LT Carter and LT Hroch will report to the Uniformed Services University of the Health Sciences in Bethesda, Maryland to begin their MPH program on 1 July.

CAPT Crow has reserved exhibit space at the COA Meeting in May and the NEHA Conference in June. Anyone interested in helping to staff the booth should contact either him or CAPT Shepherd.

COSTEP selections have been made for 2001. Although he did not have the total numbers available during the meeting, CAPT Crow announced that the Indian Health Service had selected 17 general-duty and 7 injury prevention COSTEP's. The CDC and Coast Guard also picked up some COSTEP's.

As a result of CDR Dean Coppola's transfer to the Bureau of Prisons and further reorganizations within the Division of Commissioned Personnel, DCP will no longer provide us with a Staffing Officer as in the past. We will still be able to refer specific questions to individuals in DCP, and they will be happy to have someone attend our meetings to discuss specific issues, but we will no longer have a single person that will be available to attend all of our meetings as a formal DCP liaison. In the absence of a formal Staffing Officer, the CPO and/or PAC Chair will provide general DCP/Commissioned Corps updates at future meetings. In that regard, CAPT Crow reviewed a Power Point presentation from DCP on commissioned corps and recruitment and retention issues. The slides made the following major points:

Since 1996 Corp strength has steadily declined. In 1996 Corps Officers totaled 6104 and by 2000 the number had fallen to 5637.

Regarding total numbers of CC officers by category, EHO's are in the middle. EHO's in 1996 totaled 348 and in 2000 they totaled 354.

Following this slide presentation discussion ensued on how to bolster recruitment.

Eight environmental health papers are to be presented at the COA conference to be held May 28-May 31, 2001, in Washington D.C. at the Marriott Wardman Park Hotel. LCDR Don Williams will be the moderator for the afternoon May 30th session.

CAPT Crow reported on the Commissioned Officer Training Academy (COTA) being administered by DCP. The COTA exists to provide officers with the basics they need to prepare them to serve effectively during three separate junctures of their careers.

The **Basic Officer Training Course (BOTC)** is offered early during the officer's career. The BOTC provides the basics of being a Commissioned Officer and imparts uniformed service values. This course seeks to provide a sense of camaraderie for new members. DCP intends to arrange the initial Call to Active Duty to include attendance at BOTC before the officer's initial assignment to their permanent duty station. This is similar to what is already done in all the other uniformed services.

The **Independent Officer Training Course** (**IOTC**) is a series of self-paced learning modules that is an extension of the BOTC. Courses are taken on-line at the officer's duty station. After successful completion of all the IOTC modules and final examination, the officer is eligible to wear the PHS Commissioned Corps Training Ribbon.

The **Advanced Officer Training Course** is offered after the officer has completed 8-12 years of active duty.

There will be a Commissioned Corps Recruitment and Retention Conference at Parklawn July 16-17, 2001. The conference is intended to be a working session of people who are actively engaged in recruitment and retention activities within their OPDIV's and PAC's. The conference will consist of a series of workgroups and formal presentation through which participants discuss recruitment and retention activities that are being used by the various OPDIV's and PAC's and strategies that have proven to be effective.

4. Subcommittee Reports

NOTE: Membership on EHOPAC Subcommittees is open to all members of the Environmental Health Officer category. Anyone interested in becoming active on one of the subcommittees should contact the Membership Subcommittee Chairperson, LCDR Don Williams, or CAPT Craig Shepherd. The EHOPAC Charter/Bylaws allows for a nonmember to serve as a Co-Chair of a subcommittee. We would appreciate your interest and help to insure that the category is serving your needs. Please volunteer your time and expertise.

<u>Emergency Services – CDR Clint Chamberlin</u>

In December CDR Chamberlin attended a Commissioned Corps Readiness Force (CCRF) advisory committee meeting. During this meeting CCRF "Ready Rosters" were reviewed. Officers on a given ready roster are pre-approved by their respective OPDIV's and are considered deployable every 4 months on a rotating basis. There was a general desire to increase the numbers of people on these rosters. In an effort to enhance readiness and decrease OPDIV programmatic impact, a decision was made to increase the number of ready rosters from 4 to 7. This will relieve programmatic pressure on the OPDIV's by reducing an officer's potential deployment to twice yearly. 7 rosters means officers are on-call once every 7 months and, therefore, they will not be on-call the same months every year.

Beginning January 2002, CCRF members will be required to pass annual fitness evaluations. This is being developed as an evaluation that can be proctored in the officer's locality.

CCRF will also have qualifiers for particular field specialties; in the area of environmental health, e.g. a water quality specialist would need 2 weeks of practical experience per year to remain fully qualified. There was discussion as to what mix of training and practical experience could meet this requirement. If a CCRF member were deployed and not fully qualified he/she would have to work under a fully qualified EHO CCRF member.

A reminder that Basic Life Support (BLS) certification is required to be up-to-date to remain CCRF qualified. Officers should log on to the CCRF web site and update their own BLS certification dates.

There was discussion of the progress of the EHO Deployment Handbook. This effort is well underway and CDR Chamberlin requested assistance with the sections on Radiation Health and Industrial Hygiene. CDR Jeff Smith has taken the lead with initiating the first draft and we will have that out by the June meeting at NEHA.

CDR Chamberlin recommended that all EHO's check out the CCRF web site at, http://oep.osophs.dhhs.gov/ccrf/ and consider becoming a member of the Commissioned Corps Readiness Force. There are currently 30 EHO's listed on the CCRF ready rosters. There are another 100 or so on stand-by. Officer's are reminded that it is there responsibility to ensure that they update their personal information in the CCRF database on a **quarterly** basis.

CCRF fitness standards have been posted to the CCRF web site. For more information regarding these standards go to, http://oep.osophs.dhhs.gov/ccrf/

LCDR Dan Beck, CCRF, OEP was connected with the PAC via conference call at this point. LCDR Beck

had a number of announcements.

LCDR Dan Beck has been assigned as CCRF liaison to the EHO category. Dan is available at 301-443-8322 and his e-mail address is, dbeck@osophs.dhhs.gov

The CCRF advisory group has approved a number of significant measures regarding officer requirements to attain fully qualified status in the CCRF.

CCRF has three categories of CCRF membership; candidate (information current in the database), roster of qualified (completed on-line training - 3 classes), fully qualified (NEPA, FMRB).

The on-line training classes mentioned above will have all modules available on-line by May 2001.

Role based training is being developed by each PHS category or PAC. To deploy in a particular capacity or role, the officer must first complete the role -based training.

CCRF also has implemented currency and competency requirements for each specialty.

CCRF has posted their immunization requirements on their web site. All officers are encouraged to visit the site and review this information. The immunizations should be available at any military treatment facility (MTF). Anyone experiencing difficulty obtaining required immunizations should contact LCDR Dan Beck.

The CCRF physical fitness test (PFT) requirements are available for review on-line at http://oep.osophs.dhhs.gov/ccrf/physical.htm

The CCRF are to offer physical fitness testing periods in various areas at various events to be announced.

CCRF roster qualified and fully qualified officers are expected to maintain height and weight standards.

Currently there are 4 ready rosters and this will soon be increased to 7 in an effort to minimize disruption to an operating division when an officer deploys.

The CCRF web site has posted the new requirements for Commissioned Corps Awards. The update reflects the new CCPM, Instruction 1, Subchapter CC27.1 related to Commissioned Corps Awards that was signed on September 12, 2000, as well as the new programmatic changes approved by the Surgeon General on January 30, 2001 (http://oep.osophs.dhhs.gov/ccrf/award.htm)

It is important to stay current as a candidate so that an officer does not lose time toward a NEPA.

There are 48 roster qualified EHO's. There are 652 total officers on the rosters. 11 EHO's were deployed to Ft. Dix, N.J., for the Kosovar refugee effort in 1999, a few EHO's were deployed to Tinian in the Northern Mariana Islands in 1999 and EHO's were also deployed during the hurricane Floyd/North Carolina floods in 1999. In 2000, 3 EHO's were deployed to St. Elizabeth's Hospital in Washington, D.C., to provide interim safety and environmental health services.

To remain roster qualified in CCRF an officer must logon at least quarterly and be current with Basic Life Support (BLS) qualification. Verify all your personal data each time you logon. Be sure to check which roster you have been assigned to.

The OSG approved all of these changes to CCRF in February 2001. The CCRF has an article in each CC Bulletin; this is another place to check for CCRF information updates.

The CCRF is in the process of sending the category specialty and role specialty deployment requirements back to the PAC's for further refinement.

Marketing and Recruitment - CAPT Craig Shepherd

The PAC viewed the final version of the recruitment video. The video runs 17-18 minutes long and is intended to be a recruitment tool for EHO's when visiting schools. The video was well received by all present.

CAPT Shepherd said that 100 copies came with the initial contract. The Council on Education for Public Health (CEPH) and National Environmental Health Science and Protection Accreditation Council (NEHSPAC) accredited programs will each be sent a copy of the recruitment video. CAPT Crow will provide a copy of the video to the OSG.

The recruitment slide show developed in 1999 will have the photos updated and be kept current to remain an optional recruitment tool.

<u>Charter and Bylaws – LCDR Don Williams</u>

LCDR Don Williams volunteered to chair this committee and work with CAPT Piacitelli.

<u>Career Development – CAPT Shepherd</u>

CAPT Paul Young is putting together a tool that will give officers a better idea of the types of information that are expected on the curricula vitae (CV) of O-4's, and O-5's. This information will soon be available on the EHOPAC web site. The example CV on the web site will also be updated with this information.

There were suggestions to also place assimilation information and standard billets on the EHO web site.

Mentoring and Orientation - LCDR Kelly Taylor

There are now 23 pairs of mentors and protégé's in the EHO category. 5 protégés are waiting to be paired and 7 mentors are waiting to be paired.

LCDR Taylor is in the process of collecting evaluation information from the last group of mentors and protégés. Anyone who did not get an evaluation form and participated in the last group is asked to contact LCDR Taylor for a form. She is available at 301-443-1593 or ktaylor@hqe.his.gov.

The Surgeon General has strongly encouraged OPDIV's to implement formal sponsorship programs to provide support to individuals transferring into new duty locations. The role of the sponsor will be to provide officers with information regarding housing, schools, and information that may be useful

to individuals moving into a new community. CAPT Crow reported that the Indian Health Service has established a policy whereby 1662's will not be processed unless a sponsor has been identified on the form.

<u>Professional Image and Standards – LCDR Sears</u>

Ms. Glenda Lewis, LT Robert Morones, CDR Colleen Petullo, and CDR Kevin Meeks work with LCDR Sears on this subcommittee.

In mid-April a conference call is scheduled with the Professional Image and Standards subcommittee members to discuss current issues, such as the recent changes to the appointment standards and review past committee activities. LCDR Sears will report on the outcome of the conference call at the June meeting and bring issues back for the PAC to address.

There are educational requirements for EHO candidates. The following is a list of accrediting organizations recognized by the PHS EHO category.

NEHSPAC - National Environmental Health Science and Protection Accreditation Council CEPH – Council on Education and Public Health ABET – Accreditation Board for Engineering and Technology

Developing this list for DCP and others to use is one thing but keeping the information current is another. Accrediting institutions meet at different intervals throughout the year and accreditation status can change. As LCDR Sears and the committee develop the list, they will also develop a procedure to ensure that the list is kept current at all times. Since this will be an ongoing process, specific information and instructions will be well documented by the subcommittee to ensure the list DCP uses is always current.

<u>Information Technology – LCDR Muza</u>

LCDR Muza estimated that 105 EHO's have subscribed to the EHOPAC Listserv. There are a total of 350 officers. E-mail is not available to all officers. LCDR Muza used the HHS directory to develop this e-mail list. If you have e-mail, are an EHO or federal environmental health professional, and do not work for HHS please contact LCDR Muza (muza.susan@epa.gov) to be added to the list. Ms. Glenda Le wis will assist LCDR Muza in gathering the e-mail addresses of the civil servants who are represented by our PAC.

The Sanitarian Resource Directory, which was a valuable and useful booklet, will be updated and placed on the EHO web site.

All postings to the EHO web site must go through LCDR Muza.

The feasibility and/or possibility of placing the new recruitment video on the EHO web site as streaming video will be explored.

A suggestion was made to feature CAPT Noonan in the web site spotlight.

LCDR Muza asked for suggestions on how to keep the spotlight feature at the web site current. At one time a list had been developed that would feature the different OPDIV's on a rotating basis. The idea had been that an individual environmental health officer from the responsible OPDIV would coordinate the development of a spotlight feature. This will be further discussed at the next EHOPAC meeting.

Awards and Recognition - CAPT Shepherd reporting for CAPT Herring

There are three awards given annually by the Environmental Health Officer Professional Advisory Committee. They are;

John C. Eason Rising Star Award was developed by the Environmental Health Officer Professional Advisory Committee (EHOPAC) to recognize excellence by junior environmental health professionals (O-3/GS-11 and below) in achieving the U.S. Public Health Service (PHS) mission of improving the Nation's health through the practice of environmental health. April 30th 2001

Edward (Ted) Moran Award - The purpose of the Edward (Ted) Moran Award is to recognize significant contributions by mid-career environmental health professionals (O-4 and O-5/GS-12 and GS-13) in achieving the U.S. Public Health Service (PHS) mission of improving the Nation's health through the practice of environmental health.

2001 John G. Todd Award - The purpose of the John G. Todd Award is to recognize significant career contributions by senior environmental health professionals (O-6/GS-14 and above) in achieving the U.S. Public Health Service (PHS) mission of improving the Nation's health through the practice of environmental health

Completed nomination forms and narratives must be submitted to the Chairperson of the EHOPAC Awards Subcommittee no later than April 30th, 2001. The awards will be recognized during the National Environmental Health Association's Annual Education Conference in Atlanta, GA, June 30-July 3, 2001. See the EHO web page for more information; http://www.ehopac.ihs.gov/

5. New Business

Discussion took place on how the EHO web page "Spotlight" feature could be updated and maintained. This issue will be discussed further at the next EHOPAC meeting.

6. Next Meeting

The 125th meeting of the EHOPAC will be held Friday, June 29th, from 1-5 P.M., in the Marietta Room at the Hyatt Regency, Atlanta, Georgia, during the 65th NEHA Annual Educational Conference and Exhibition.

7. Submission of the Minutes

These minutes of the 124th meeting of the EHOPAC have been reviewed and accepted by CAPT Craig Shepherd, EHOPAC Chairperson and CAPT Thomas E. Crow, Chief Environmental Health Officer, and are hereby submitted as a true and accurate account of the proceedings.

CAPT Craig Shepherd, RS, MPH EHOPAC Chairperson

CAPT Thomas E. Crow, M.S.E.H., R.S. Chief Environmental Health Officer

| EHOPAC | USPHS ENVIRONMENTAL HEALTH OFFICER PROFESSIONAL | March |
|--------|---|-------|
| | ADVISORY COMMITTEE | 2001 |

| EHOPAC Chair person | CAPT Craig Shaphard | |
|----------------------------|---------------------|--|
| EHOFAC Chair person | CAPT Craig Shepherd | |
| EHOPAC Vice-Chairperson | LCDR Lisa J. Flynn | |
| Chief Professional Officer | CAPT Thomas E. Crow | |

| FULL MEMBERSHIP LISTED BY AGENCY ALLOCATIONS | | | | | |
|--|---------------------|---------------------------|----------------------|--------------------|--|
| AGENCY | MEMBER ALLOTMENT | NAME OF MEMBER | TERM (1st or 2nd) | TERM (duration) | |
| ATSDR | 1 | LCDR Susan L. Muza | 1st | 07/99 - 06/02 | |
| CDC | 2 | CAPT Laurie A. Piacitelli | 2nd | 06/98 - 05/01 | |
| | | CDR William Daniels | 1st | 06/00 - 05/03 | |
| EPA | 1 | LCDR Rhonda S. Sears | 1st | 03/00 - 02/03 | |
| FDA | 2 | LCDR Calvin Edwards | 1st | 07/99 - 06/02 | |
| | | Ms. Glenda Lewis | 1st | 07/99 - 06/02 | |
| HRSA | 1 | CAPT Michael Herring | 1st | 10/98 - 09/01 | |
| IHS | 6 | CDR Jeffrey Smith | 1st | 06/00 - 05/03 | |
| | | CAPT Craig A. Shepherd | 2nd | 05/01 - 04/04 | |
| | | LCDR Kelly M. Taylor | 2nd | 03/00 - 02/03 | |
| | | LCDR Donald B. Williams | 2nd | 03/01 - 02/04 | |
| | | LT Vincent Garcia | 1st | 07/99 - 06-02 | |
| At - Large | 2 | LCDR Lisa Flynn | 2nd | 03/00 - 02/03 | |
| | | CDR Clint R. Chamberlin | 1st | 07/99 - 06/02 | |
| Pro-Temp | up to 5 | CAPT Richard W. Durrett | N/A | 01/98-12/01 | |

| CDR Clint Chamberlin (LCDR Laura Rabb) | | | | |
|--|--|--|--|--|
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| CDR William Daniels (Daniel Amalguer) | | | | |
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| National Park Service 1100 Ohio Drive SW Washington, D.C. 20242 | | | | |
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| LCDR Calvin W. Edwards (LTJG Carolyn Oyster) | | | | |
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EX-OFFICIO MEMBERSHIP LISTED ACCORDING TO AFFILIATION/POSITION

| AFFILIATION / ASSOCIATION | NAME OF EX-OFFICIO MEMBER |
|---|------------------------------------|
| Chief Professional Officer | CAPT Thomas E. Crow |
| Previous Chie f Professional Officer | CAPT Ralph J. Touch, Jr. (Retired) |
| Previous EHOPAC Chairperson | CAPT Laurie Piacitelli |
| American Academy of Sanitarians | CAPT Gary Noonan |
| National Environmental Health Association | CAPT Bruce R. Chelikowsky |
| Commissioned Officers Association | CAPT Bruce R. Chelikowsky |

EX-OFFICIO MEMBERSHIP INFORMATION

CAPT Bruce R. Chelikowsky

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| Environmental Health Officer Professional Advisory Subcommittees | | | | | |
|--|----------------------|----------------|--|--|--|
| Subcommittee | Chairpersons | Phone Number | | | |
| Awards and Recognition | CDR Michael Herring | (252) 335-6356 | | | |
| Career Development | CAPT Craig Shepherd | (615) 467-1535 | | | |
| Information Technology | LCDR Susan Muza | (303) 312-7011 | | | |
| Charter and Bylaws | LCDR Don Williams | (520) 295-2580 | | | |
| Emergency Services | CDR Clint Chamberlin | (301) 594-3588 | | | |
| Membership/Nominations | LCDR Don Williams | (520) 295-2580 | | | |
| Professional Image & Standards | LCDR Rhonda Sears | (334) 270-3413 | | | |
| Recruitment | CAPT Craig Shepherd | (615) 467-1535 | | | |